

COMPASS DIVERSITY CONFERENCE SCHEDULE

TOPIC	TIME	
WEDNESDAY, September 18, 2013		
Optional Activities:	9:00 a.m. – 3:00 p.m.	
Golf		
Ladies Golf Clinic		
Spa		
Registration	12:00 p.m. – 5:00 p.m.	
Conference Orientation	5:00 p.m. – 6:30 p.m.	This workshop will familiarize participants on the workshop agenda and help them align workshops with their industry and operational foci. Participants will learn how to maximize their time at the conference to identify best practices and develop their extend network of support for their diversity program. COMPASS is comprised of PRISM-certified staff and consultants who will be present to provide highlights of the diversity program trends and capture the challenges to achieve optimal program performance.
Welcome Reception	6:30 p.m. – 8:30 p.m.	Networking for Diversity Professionals
THURSDAY, September 19, 2013 (COMPASS DAY 1)		
Registration	7:00 a.m. – 4:00 p.m.	
Continental Breakfast	7:00 a.m. – 8:00 a.m.	
General Session		
Conference Welcome	8:00 a.m. – 9:15 a.m.	"Supplier diversity outcomes are on par or are not getting new results". As we access supplier diversity outcomes, the time has come to end Minority Business Program as <i>usual</i> and initiate Minority Business Programs as <i>unusual</i> . The evolution of Supplier Diversity performance begins with innovation. While progress has been made the research shows that the Green Gap in Supply Chain continues to widen by gender and race. Private and public sectors' practices are converging; and the alignment gives minority businesses an opportunity to grow in capacity and revenues. We present the Diversity 3.0 Framework for Supplier Diversity planning, practices, and performance.
Diversity 3.0: State of Diversity		

THURSDAY, September 19, 2013 (COMPASS DAY 1)		TIME	
SESSION I:		9:30 a.m. – 10:45 am	
Going Deep: Key Features and Functionality of Supplier Diversity and Compliance Software			Understand how to get all you can from your current SDMS system. Gain more efficiency by enhancing your automation. Examine processes that typically are not automated, and will increase your program outcomes and performance.
Performance Based Programs			There is more to any supplier diversity management software than meets the eye. This workshop will explain how the software will facilitate processes to yield program performance goals and outcomes. We examine how to manage data, policy guidelines, as well as spend and contract administration.
SESSION II:		11:00 a.m. – 12:30 p.m.	
How It Works: Prepare Vendors for Web-based Reporting			Participants will gain knowledge on how to prepare their prime and sub-contractors to utilize web-based system to enter payment and/or invoice reporting, certified payrolls, and sub plans. <i>This workshop will help organizations prepare their vendors to report electronically.</i>
Interfacing: Achieving the Best Data Management			Streamline your processes by reducing staff and vendor manual data management. Learn how to effectively communicate your needs to your IT department and how to leverage your data when interfacing with multiple data sources.
LUNCHEON	12:30 p.m. – 2:00 p.m.		National author and serial entrepreneur will inspire diversity professionals to reach beyond their current measures. As Chairman, Wallace led Baltimore City's top executive, business and community leaders to define a "Blue Sky" approach and model for Minority Business Development. It's a New Day for Economic Inclusion for Baltimore City MBEs. Wallace will unveil the dramatic transformation that lies ahead for the Mayor and Baltimore City's culture, procurement, contract compliance, prime contracting, policy reform, and economic development.

THURSDAY, September 19, 2013 (COMPASS DAY 1)		TIME	
SESSION III:		2:15 p.m. – 3:30 p.m.	
Advanced Software Functionality replaces Classic Diversity Tracking Methodologies			This workshop will review to history and objectives of Centralized Bidder Registration Systems ("CBR"). Discuss the policy imperative and the immediate benefits of CBRs provide today. Explore what's on the Horizon for CBRs and the future benefits that organizations and MBEs can expect.
Get Exponential Results from Supplier Diversity Program Performance			Learn how to complete supplier's workforce performance and certified payrolls may yield an economic benefit to your organization. Ensure that equity and compliance for the labor force exists by managing the appropriate wage decisions, and tracking and monitoring current workforce programs.
SESSION IV: Diversity Circles		4:00 p.m. – 5:30 p.m.	
Transform to the Leadership Team: Supplier Diversity Make-over			Executive Coach will help diversity professional understand if they are ready for the C-suite. Select participants will experience personal coaching and understand how perceptions may be hampering their program and professional outcomes.
Express Yourself! City/County: Transportation: Utilities: Health & Higher Ed:			Streamline your processes by reducing staff and vendor manual data management. Learn how to effectively communicate your needs to your IT department and how to leverage your data when interfacing with multiple data sources.

FRIDAY, September 20, 2013 (COMPASS DAY 2)		TIME	
Registration		7:00 a.m. – 12:00 p.m.	
Continental Breakfast		7:00 a.m. – 8:00 a.m.	
Exhibit Hall		9:00 a.m. – 4:00 p.m.	
General Session: Growing Sustainable Businesses		8:00 a.m. – 9:00 a.m.	The standard of performance and qualifications to perform services is evolving. What are the new and future requirements for suppliers: LEED Certification, Sustainability Plan, ISO, SSAE 16, etc? Are your suppliers ready for pre-qualification? The presenters will discuss the qualifications you should be tracking for your suppliers, highlight the impact of proper readiness, and share how to avoid natural supplier exclusion
SESSION V:			
Survey-Inspect Perform		10:00 a.m. – 11:30 a.m.	Learn how to perform and effectively manage commercially useful function reviews; job site visits; labor compliance and workforce interviews; performance reviews; and compliance management.
Going Deep: Key Features and Functionality of Supplier Diversity and Compliance Software			Understand how to get all you can from your current SDMS system. Gain more efficiency by enhancing your automation. Examine processes that typically are not automated, and will increase your program outcomes and performance.
Luncheon		12:00 p.m. – 1:30 p.m.	Executive Officers share their business case for Supplier and Workforce Diversity. What convinced them that support for Supplier Diversity Program, non-operational function, is critical to the mission of their organization. They will discuss candidly the internal challenges they face; how they overcame the obstacles; and real examples of the ROI for Supplier Diversity.

FRIDAY, September 20, 2013 (COMPASS DAY 2)	TIME	
SESSION VI – Diversity 3.0 – The Leadership Conversation	1:30 p.m. – 3:00 p.m.	The participants of the Executive Coach experience will present a mini-business case addressing a Supplier Diversity related matter. They will demonstrate how to <i>Elevate</i> supplier diversity results in a conversation that matters to leaders. Are you exhibiting the qualities of a leader? Will your colleagues perceive your work offers value and return on investment to the organization?
SESSION VII – Diversity 3.0 – Managing Vendor Registration and Certifications	3:30 p.m. – 5:00 p.m.	Are your supplier's minority, disadvantaged, women, small and local business enterprises? Managing the supplier registration and certification data is an arduous and costly for organizations and suppliers. There is a paradigm shift, an innovation and with the <i>Right</i> processes and systems, organizations and suppliers can reduce the burden and unearth the value a supplier registration. Learn how organization reduce data scrubs while maintain quality supplier profiles.
Diversity 3.0 – The Metrics and Reports Don't Align	3:30 p.m. – 5:00 p.m.	Reporting Reporting 1-2-3! Does your organization report Supplier Diversity Spend in at least 3 or more formats. Isn't it time to bring innovation and paradigm shift in reporting uniformly and cease the opportunity to reduce cost and staff time? In this workshop we will brainstorm and capture your ideas and input for improving the current Spend Reporting methodologies.

THURSDAY, September 19, 2013 (COMPASS DAY 2)	TIME	
VIP/Executive Reception	6:00 p.m. – 8:00 p.m.	Hosted by Tydings and Roseburg, Franklin Lee offices Pratt Street (By Invitation)

FRIDAY, September 20, 2013 (COMPASS DAY 2)	TIME	
Registration	7:00 a.m. – 12:00 p.m.	
Continental Breakfast	7:00 a.m. – 8:00 a.m.	Networking Breakfast
Exhibit Hall (Holiday 6).	7:00 a.m. – 4:00 p.m.	Minority Business Enterprises operating on a national and global scale will showcase their products and services. This is a great opportunity for executives and diversity officers to network one-on-one with National CEOs prepared for Tier 1 and Joint Ventures. These firms have proven track record for service delivery outside of their headquartered state and have systems and capacity to scale. Come prepared to engage in discussions with suppliers ready for “Prime Time!”
SESSION VI – SENIOR EXECUTIVE SESSION		
The Future of Supplier Diversity Executive Best Case Studies and Return on Investment	10:00a.m. – 11:45 a.m.	DIVERSITY 3.0: What is it and how do we get there? It's time to elevate the Supplier Diversity standards of performance. Business owners, diversity professionals, and executive challenge the norms and define new paradigms to measures program success. Will your organization's program measure up?
Luncheon	12:00 p.m. – 1:30 p.m.	Executive Officers share their business case for Supplier and Workforce Diversity. What convinced them that support for Supplier Diversity Program, non-operational function, is critical to the mission of their organization. They will discuss candidly the internal challenges they face; how they overcame the obstacles; and real examples of the ROI for Supplier Diversity.

FRIDAY, September 20, 2013 (COMPASS DAY 2)		TIME	
SESSION VI – SENIOR EXECUTIVE SESSION	1:45p.m. – 3:00 p.m.		The Transformation from Compliance to Diversity Inclusion has begun. Diversity is going thru a transformation from a compliance measure to a business opportunity in both private and public sector. In commercial marketplace, diverse customers are the fastest growing sectors of their customer base, and that's changing supplier and workforce from compliance driven to marketplace driven. The presenter will facilitate Executives to a Vision of Next Practices for Supplier Diversity.
Plenary – CEO Forum/Executive Panel Discussion <i>(Facilitated by Reggie. Visionaries to share ideas about next practices with attendees via panel discussion)</i>			
Exhibit Hall	3:00 p.m. – 4:00 p.m.		
SENIOR EXECUTIVE SESSION	4:00 p.m. – 5:00 p.m.		Participants will engage in roundtable discussions, preview the Report Card on Supplier Diversity, and develop Diversity 3.0 Action Plan.

Awards Gala & Anniversary Celebration: 7:00 p.m. – 11:00 p.m.